



WESTBOROUGH EDUCATION ASSOCIATION

Executive Board Agenda

September 27, 2016

Attendance: Bill, Eric, Kerry, Donna, Bonnie, Kathie, Deb, Michelle (3:50), Lynn @ 3:50; Eileen @4:40

- **Treasurer's Report**- vote to accept
- **Secretary's Minutes**- June minutes vote to accept

New Business:

- Constitutional Committee- will be formed after Bill & Kathie meet for an update
- Building Census/Dues while on leave (see notes below)
- HS Building Reps- 3 people are interested (see June notes- Karen Apuuzzo Langdon, Bobby Brown, Andrew McIntyre) will need election. Special election vote- approved by board **Action item: organize election- Kathie offered to be a special representative for election- October 19 noon-2 & October 20 7:30- noon**
- Teacher Negotiations- going well
- MA Question 2- building reps given information to distribute to staff

- Other

Noon aides & union dues- Can we offer them the lowest possible union dues?

Kathie given permission to work with Mike C. to work on website (changing our website)

Donna has financial report for the year- make copy for Mike C.

Reports:

In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time.

Notes:

Treasurer Report- 1 building rep has not cashed check; 1 student has not cashed check from spring scholarship-Eric checking on it; report accepted by vote

Lists gone over membership issues- staff leave of absence issues not paying dues but we still pay for them huge amount- \$11,000 paying for them

Deb has done work- gone through lists – hired lots of new staff; difficult to get para's to sign up Deb trying to send out individually

Forms distributed from MTA for leave of absence levels and notification to staff for notification ; **Action item: need staff names on leave from (from secretaries)** so that letter can be sent

There is an issue for Friday 9/30 half day- **one calendar says 1 hr extended for Friday– this is a mistake** since Friday 9/30 is for goals and end at regular time



Next meeting dates: Third Tuesday of the Month (except Feb & April , June)
10/18; 11/15; 12/20; 1/17; 2/28; 3/21; 4/25; 5/16, 6/13*

Adjourn: 5:05

WESTBOROUGH EDUCATION ASSOCIATION

October 18, 2016

Attendance: Bill, Eric, Deb, Michele, Kerry, Bonnie, Donna, Eileen, Lynn, Mike (excused family illness)

- Treasurer's Report- approved
- Secretary's Minutes- approved

New Business:

- Constitutional Committee- Constitution a draft for us to approve; Kathie & Bill will work on it Thursday & Friday during election; we will have the changes for us to check next month and something to vote on for December
Action item: Lynn send flowers and card to Bill's mom for helping type Constitution into document (up to \$75 for card and flowers) Mrs. Patricia Parsons
31 Valley Rd
Wyomissing, PA 19610
- Building Census/Dues while on leave
- HS Building Reps - Election Thursday & Friday
- Teacher Negotiations-on going
- Other

Deb requested Constitutions & By-laws from other districts; Bill contacted MTA Melissa Rebillio to get some for us to review for our next meeting

Building meetings 10/18- MPS; Armstrong 11-2; GMS 10-25; HS on hold b/c on election; Fales TBA and Hastings needs TBD-since same day as labor management

Kathie Farley- Board needs to approve stipend for upcoming year; discussion followed:

- serves as an advisor to the President
- Consult for work on Constitution; grievances
- liaison to retirees communication with MTA
- attend meetings at State level

Motion made to renew Kathie Farley's contract July 1, 2016 - June 30 2017 at the same rate \$6000; and the board will make a decision to either retain or dismiss in May meeting for the following year. Action item add to May agenda for discussion (Vote to approve)

Next meeting 11-15

Constitution (draft ready)

Review Constitutions & by-laws from other districts

Adjourn: 4:40pm

Reports:

In an effort to save time, any Executive Committee Member who wishes to make a report can do so at the time.

WESTBOROUGH EDUCATION ASSOCIATION

January 24, 2017

Attendance: Bill, Eric, Eileen, Michele, Bonnie, Lynn, Mike, Donna, Kerry, Deb

3:30 Member Business

Reports

- **Treasurer's Report-** accepted
- **Secretary's Minutes-** accepted as amended
- **Member Comments**
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be help in executive session
- **Membership issues continue;** many errors with dues ie; teachers charged double as a teacher and para; some changed jobs etc. Deb has sent letters to payroll and there has been response to date.
- Payroll issues continue and it will be added to agenda for labor management Feb 7th
Some members have been being paid for team leaders positions (Members are responsible for checking their
- **Lynn-** board voted to allow date changes to scholarship application
- **Bill** reimbursed for Survey Monkey
- **Action Item:** Bill will contact MTA rep (Kari) for other constitutions

New Business:

- Constitutional Committee- Meeting March 28; we should include a conversation about charging dues to those members on leave. Right now the Union has to cover the member's dues while out on leave- consider changing to having dues deducted from pay in advance
- Executive Session: Grievance/Personnel matters Building Census/Dues while on leave/Membership reconciliation * see note above
- Executive Session: Para, Secretary/Tutor negotiations/Healthcare
- Para negotiations continue
- Secretaries have an agreement- packets went out January 23rd; voting Feb 7th @ Armstrong
- Eboard took a vote to approve Michele's plan- Plan is to have all voting will done at Armstrong and if a member cannot make it due to hardship, members will be allowed contact Linda Sweet and make an arrangement. A count will made after the voting closes with Linda Sweet and a building rep as a witness
- Tutor Negotiations – starting soon
- Healthcare Memorandum of Agreement discussed; must be an election on this so building meetings must be set up for member information

Eileen suggested 1 membership meeting and arrange for individual meetings before vote if needed
looking at a date to vote no later than March 3rd

Board gave Bill approval to set a meeting date with Carol and notify us of date

- Other

Adjourn 5:15pm

WESTBOROUGH EDUCATION ASSOCIATION

February 28, 2017

Attendance: Bill P., Mike C., Eric P., Eileen H., Donna A., Deb G., Kerry, Michele, Kathie

Member Business- Healthcare meeting 3:00-3:45 in auditorium

Reports

- **Treasurer's Report- accepted**
- **Secretary's Minutes-from 1.24.17 accepted**
- **Member Comments** – (see above-meeting healthcare questions)
- Healthcare MOA Vote- report on building meetings; vote is Thursday & Friday 3/2- 3/3
Meeting at Fales tomorrow
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session:
- Scholarship Application – updated sent to WHS guidance & office; spreadsheet revised with current contact info with T. Benoit
- Good news- Secretary contract passed
- March 30, 2017 @ MPS 2:30 – an informational meeting will held for those nearing retirement representative from Tufts to answer question with regard to medicare, healthcare coverage when retired. The purpose is host a forum where members are able to ask questions.
- Teacher Sick Bank- had two cases this year that the bank is now critically low (80 days); one issue is that 31 new teachers were assessed at beginning of year (discussed at Labor Mgmt)
- New website wordpress.com – Kathie is looking for pictures of teachers (cannot be from copyright from websites or internet)

New Business:

- Constitutional Committee- dedicated meeting 3-21@ GMS
- Building Census/Dues while on leave/Membership reconciliation
- Executive Session: Para, Secretary/Tutor negotiations/Healthcare
- Executive Session: Grievance/Personnel matters
- Other

Next Eboard – 3-21 at GMS @ 2:30

Dedicated to Constitution Changes/Update

Adjourn 4:45

WESTBOROUGH EDUCATION ASSOCIATION

March 21, 2017

Open Meeting held at GMS 2:30

Attendance: Bill P., Kerry, Donna, Mike C., Lynn, Bonnie, Kathie, Eileen
Eboard not present: Eric, Deb, Michele
GMS: Linda Kimball

Member Business

- Member expressed concerns with regard to election process (p.9 Section 3 ,Article D) No member of the Eboard or elected committee (ie: Should members of the Eboard be allowed to serve as building rep and handle elections? – according to the Constitution – No)
- There will be an informational meeting with regard to Healthcare and retirement insurance on March 30 @ 2:30 at Mill Pond- Kristi Williams and two reps from Tufts ; one to answer questions with regard to current health insurance benefits, and the other to discuss questions with regard to those considering retirement and coverage. The purpose is to host a forum where members are able to ask questions.

Reports

- **Treasurer's Report-** February Report Approved
Please Note: The scholarship fund is getting low and may be out of money by January next year. We may need to think about and discuss our options to raise money. The only funding right now is the vending machines in teacher's rooms and transfers for made in memory for loss of family member.
- **Secretary's Minutes-**February Minutes approved
- **Member Comments**
- Healthcare MOA Vote-Passed (170- yes; 16 –no; and 1- vote of No Confidence) As chairperson of IAC - Bill wants answers, many issues have come up since the meeting of the Insurance committee.

We hope to organize a group to show how upset we are with how Jim Malloy misled the association. It is our hope to fill the steps of town hall at an upcoming meeting- we will be calling for volunteers to help us organize

In the future, Bill would like to get the insurance cycle off the contact cycle

- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session:

Kerry- Issue #1 Paras have a tentative agreement but it is VERY tentative at this point. There have been issues with the seniority list and many errors. Kerry wants all of this straightened out before she brings the contract to vote.

Issue #2 Paras are having a hard time because started part-time and gradually transitioned to full-time but the contributions were not changed for Worcester County Retirement. Many paras owe a

lot of money back to Worcester County. The issue is that many cannot afford to pay back the money that **was not** taken out by mistake- The district is liable for the mistake. Kerry is trying to work out a fair plan. And will seek advice from MTA legal to seek recourse and possibly grieve. Action item: Kerry needs to seek advice from MTA with this issue and proceed accordingly.

(Kathie) The payroll issues continue to happen and it's now time for us to do something about it. They continue to make mistakes with membership, payroll, seniority lists, retirement distribution, etc- (ACTION item : note previous Minutes for detailed mistakes - something needs to be done with payroll and business office- Bonnie, Bill and Eric should discuss action plan after direction from MTA)

Action item to bring to labor management - Issues still with sick bank balance- why were 31 new people assessed and no one else?

Bill reports Tutor contract negotiations meeting scheduled up until break- so this is a good thing.

Issues with Start time: With regard to start time changes-Why have surveys and committees when the decision has already been made?

New Business:

- Constitutional Committee
- Building Census/Dues while on leave/Membership reconciliation
- End of year business/retirees
- Executive Session: Para, Secretary/Tutor negotiations/Healthcare
- Executive Session: Grievance/Personnel matters
- Other

Vote to Adjourn: 4:50 pm

Next Meeting : April 25 at Armstrong 3:15



WESTBOROUGH EDUCATION ASSOCIATION

April 25, 2017

Meeting held at Armstrong School 3:30

Attendance: Bill P., Mike C., Eric P., Donna A., Eileen H., Lynn S., Kathie F., Michele, Deb G., Bonnie Ross; Kerry Stamm

Member Business (3 guests from Armstrong in attendance)

Beth- What happened to the One plus 1? Michele spoke to the fact that Tufts wants a certain amount so with looking at this option, it put a huge burden on the Family cost (increased so much) so the committee agreed to keep only a single & family option (the deductible was adjusted for couples)

Regard to Observations is 5 excessive? Concern is more are to come- Bill said 4 are required ; the person affected does not want to go further with it at this time

Reports

- **Treasurer's Report- report provided-vote to accept**
Donna said payroll issues continue; Paige forgot to inform Donna of checks; also Donna is concerned if the money due to us was did the money actually come out of paycheck in March as promised; Paige did not answer
- **Secretary's Minutes- vote to approve**
Michele commented that the health care seminar (organized by Kerry) was very informative

Sick bank/Sick time accrual continue to be incorrect-31 new hires were charged for sick back –no others and people sick time is reported inaccurately. For example: people on the high end have too many (contract says no more than 184) many of us had 194 or 189.5 (April) – payroll knows the number is incorrect but do nothing about it. Action : **(Bring to Labor Management)**

- Officer elections (Building reps will electing a membership chair; discuss on Thursday before scholarship meeting) and Para contract vote- should be 2 separate ballots
- Decide on a date for elections – call for nominations; TBD at Scholarship Meeting
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

New Business:

- Constitutional Committee- meeting dedicated June 13 @ WHS
- Building Census/Dues while on leave/Membership reconciliation- Labor management
- End of year business/retirees- will there be a function for retirees? Deb made list will send it via email; Deb presented an idea to replace holiday reimbursement to each building with end of year party
- Executive Session: Para (tentative) looking to vote at end of May, Secretary (settled)/Tutor negotiations (very close)/Healthcare



- Executive Session: Grievance/Personnel matters
- **Other**
- The scholarship fund will be able to fund 4-scholarships for this year (Board will need to discuss future funding – September meeting)
- Donna has 5 more people left to collect dues from for this year
- Bill P- contacted and received sample constitutions from Shrewsbury, Marlborough, Fitchburg we need to set a date for work on the Constitution **June 13 meeting-dedicated to Constitution Changes@ WHS**
- ELL Administrator out of teacher contract as of Jan 1- half year of dues will be refunded
- Deb G. concerns about a 1099 employee having access to confidential files- they should be there to test and write a report, not have access to confidential information; Bill will be present at meeting with Deb, Sherri and Amber. May need to bring to labor management
- Next Meeting: May 16th at Hastings 3:15 (approve scholarships and certify stipends)
- Adjourn: 4:55pm



WESTBOROUGH EDUCATION ASSOCIATION

June 13, 2017
@ WHS 3:30 pm

Attendance: Bill P, Eric P., Kerry S, Deb G., Bonnie R., Eileen, Lynn S., Donna., Michele, Kathie

Reports

- **Treasurer's Report- report presented approved**
Caution everyone to check their paychecks since there was a mistake in payroll again- Donna had a mistake with insurance deductions; Mike send Icontact to remind people to check paycheck from last period since Paige was on vacation
- **Secretary's Minutes- minutes from 5/16/17 approved**

New Business:

- Constitutional Committee – Dedicated Meeting June 13/ continued to July 10
- Motion made to pay for copies of Para contract (approximately \$400)/ Vote to approve
Motion made to raise stipends President to \$4,000 (from \$3,500)- vote yes- 8; no- 1 (passes)
Motion made to raise all other Eboard positions to \$750 (from \$500) plus dues – vote to approve
Motion made to raise Presidents Unit B to \$1250; Unit C to \$500 (vote to approve)

Lynn had to leave 5:50

Kerry Stamm provided the rest of meeting notes.

Building Reps will receive a stipend of \$300 voted 8-0

July 10th E Board meeting 12:30 to finish working on Constitution. Possible location Mill Pond right after summer school.

5:27 Motion to adjourn the meeting 6-0

Kathy has the notes for the changes made to the constitution and she said you didn't need them.

WESTBOROUGH EDUCATION ASSOCIATION

September 12, 2017

Attendance: Bill P, Eric P, Joe S, Donna A, Eileen H, Rob B, Kerry S, Michele M, Bonnie R, Lynn S

3:30 Member Business

Rob Brown appointed new Membership Chair-Debbie G. did not run; motion made & 2nd unanimous vote to approve. He will need training- Donna has been filling in will continue with training

According to Constitution-30 day appointment motion to Donna to be paid in future amount to be determined at a later date vote unanimously

Appoint Kathie or not for this year- discussion followed. Motion discussion regards to need & amount of stipend ; not same need important for Bill talk to Kathie about what she thinks would be fair;Option 1 offer Kathie an average of eboard members stipends. This was brought up because Union state of finances has changes as well as need for a consultant. She may not necessarily have to come to all meetings. After discussion Bill will talk to Kathie-then decide next month

Reports

- **Treasurer's Report**-Donna presented a report for the status of where we are showing a deficit around \$2762. The reason for this is the leave of absences that the Union is currently paying for. This is a problem right now people on leave aren't paying membership dues. We need to come up with a specific plan in writing. **Action item: Bill needs to talk to Amber and Irene policy on members who want to take a leave and their responsibility for dues**
Motion made & 2nd Unanimous vote accept treasurer's report
- Conform Appointment of Rob Brown as Member Chair; training stipend
- Payroll issues continue- recent email from Irene dated Sept 8th Copy below:

"I am notifying you that the annual salary notifications will be sent out by the end of next week. The Payroll department is working with the new payroll system company to develop a notification that is customized to the district's needs and follows the format similar to past salary notifications. The goal is to send the notification to you electronically.

This process is taking longer than anticipated because it is a new system. We have been communicating with the union on this matter and want to thank you in advance for your patience. If you are curious to view your salary, hourly, rate, pdps (if applicable) before the notification is sent then you may go into the ESS system to view the information under the "Paycheck Simulator." To find it you go to ESS; Pay/Tax Information then Paycheck Simulator. Here you can also view your retirement and insurance deductions and exemptions.

Again, thank you for your patience while the payroll department works to improve and make the process more efficient."

Bill will discuss this email with Amber since some of this is misleading and Union will send a response to it's members once we get answers from Central office.

- **Secretary's Minutes- June 13, 2017 vote to accept**
- **Member comments- none**

- **First Building Rep Meeting- TBD**
- Building Census/Dues while on leave/Membership reconciliation
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session
- Future Executive Board Meetings:
 - October 10 Armstrong
 - November 14 Fales
 - December 12 Hastings
 - January 9 Mill Pond
 - February 13 Gibbons
 - March 13 High School
 - April 10 High School
 - May 8 High School
 - June 12 High School
- Executive Session: Grievance/Personnel matters
- Executive Session: Grievance/Personnel matters

Confidential information. Not for the public.

New Business:

- Constitutional Committee- Read over of Red Line Version- TBD
- Other Adjourn 5:15



WESTBOROUGH EDUCATION ASSOCIATION

October 10, 2017

Member Business

Reports

- **Treasurer's Report**
- **Secretary's Minutes**
- **Member Comments**
- Conform Appointment of Building Reps
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

New Business:

- Constitutional Committee- Read over of Red Line Version
- Building Census/Dues while on leave/Membership reconciliation
- Executive Session: Grievance/Personnel matters
- Other

WEA Executive Board Meeting November 14, 2017

Attendance: Eric Perryman, Eileen Harvey, Bonnie Ross, Donna Avery, Michelle Mongeon, Joe Stillitano, Kerry Stamm, Rob Brown. Excused: Bill Parsons, Lynn Sullivan.

Meeting Started at 3:20pm

The E-Board reviewed together the people on the MTA Roster that are not listed on the District Payroll Deduction Lists. There were over 17 changes that needed to be made. Donna will now notify Paige Thomas of the changes. Thank you Donna for all the hard work you are doing to help the WEA financial picture.

Next order of Business was the Treasurer's Report which a motion to accept was unanimous.

Secretary Report was reviewed and Kerry will add the Excused Absences to the attendance and submit the changes to Joe and Lynn for their records.

Kerry made a motion that she obtains 3 Sympathy Cards for those at GMS and send them with the information of a donation being sent to the WEA Scholarship Fund. Eileen Harvey will send a Sympathy Card to the Staff member at Hasting School who also lost a loved one. The Motion was 2nd and excepted.

There was a discussion about PBL at Mill Pond, GMS and the HS that are participating in the District Wide Professional Development.

Joe spoke about the need for a Sub Committee internally to fix the Teacher's Pay Scale before the Negotiating Team meets in December. Joe stated he knows of people who would be willing to be on that committee. Eric and Eileen will tell Bill about the suggestion.

The Executive Board was asked to bring in their calendars for the December Meeting in order to set up dates and times to visit each of the schools as a check in. This will happen after the 1st of the year.

Communication Tree Subcommittee will convene in late November with Shanna from MTA.

In December the WEA Executive Board will revisit the Constitution schedule timeline.

At 4:12pm the WEA Board went into Executive Session.

Motion to adjourn at 4:40pm.



WESTBOROUGH EDUCATION ASSOCIATION

December 12, 2017

Attendance: Bill Parsons, Kerry Stamm, Eileen Harvey, Donna Avery, Bonnie Ross, Lynn Sullivan, Robert Brown, Shanna Weston (MTA organizer), Eric Perryman
Joe Stillitano (sick-excused),

3:30 Member Business- none

Reports

- **Treasurer's Report-** for November 2017 – vote unanimous to accept
- **Secretary's Minutes-** Kerry took notes from November; unanimous vote to accept
- **Member Comments** –none present
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

New Business:

- Constitutional Committee- TBD
- Building Census/Dues while on leave/Membership reconciliation
- Executive Session: Grievance/Personnel matters (see below)

Other:

- Since November Meeting- motion made and vote taken to support reimbursement of \$5 per person for Holiday parties (passed)
- Bill wants to have building meetings. Eileen has only heard from GMS for 1/11 or 1/18. Eileen has asked the building reps to get back to her with some dates.
- When making report Donna said that Paige Thomas was so helpful in straightening out payroll issues. She also sent two spreadsheets 1-new hires and the other changes in staff. She feels like she is starting to establish a relationship. Check payer bills have been sent and agency fee payers will be sent after first of year. Donna will be turning over membership items to Robert in January.
- Follow-up from last meeting to form a sub-committee to fix the Teacher's Pay Scale. We intend to look at other districts. The town recognizes a there is a problem. Joe knows of people willing to serve.
- **Guest Speaker from MTA** (Shanna Weston , organizer)- presented a case from MTA point of view where there is a federal case to eliminate the agency payers. This is a problem where some people may decide to not join the union and free load. Shanna presented a Power Point to explain what Unions & MTA does.
- Google Wisconsin Educators- worth watching; state law took away their bargaining rights. MTA Power Point will be shared with Joe Stillitano for website.

Executive Session:

Discussion (Confidential briefing by Eric with regard to situation)



Next Meeting: January 9, 2018 Mill Pond (Bonnie R cannot make it)

Meeting Adjourn:



WESTBOROUGH EDUCATION ASSOCIATION

January 9, 2018

Attendance: Bill P., Joe S., Rob Brown, Michelle M., Lynn S, Bonnie R., Shanna Weston (MTA)
Eric P., Kerry Stamm (excused, Meeting downtown), Donna A.(absent/sick), Eileen

Member Business

Reports

- **Treasurer's Report**
- **Secretary's Minutes-** December Meeting minutes accepted
- **Member Comments**
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

Business:

- Joe S. had questions with regard to retirement, still 3 highest years?, percentage calculated on salary & stipended positions (not super longevity). Bill P thought that it might be a good idea to have a retirement seminar (Bonnie R. offered to contact the MTA expert and arrange a seminar)
- Health Insurance opt out form- are we required to complete one every year? The language is not in our contract but it is in the MOA
- GMS employees have been investigating AXA and the high fees associated with the AXA accounts. Comparisons have been made and employees feel that they may look into other options/2 staff members have put together a PPT comparing plans. Bonnie suggested putting it to Labor Management as to who chooses which companies are allowed to come into buildings?

Insurance Changes (memo shared) in December

- Jim Malloy – Looking at considerable Health Care increase in July (not January)
- There will be no change in plan/coverage must remain the same
- We must look at network coverage (we don't want to force people to find new doctors)
- Bonnie suggested looking into reimbursement account – compare language on form to plan language (copays vs. deductible) because the account was set up before Tufts plan came into picture; Bill needs to ask how much has been given out this year and how much has been paid out over the past 5 years or since Tufts took over. **(Action Item)**

- Evaluation: Bonnie asked if goals have to be must be shared between teams- answer is no.

• **Upcoming Building Meetings**

- JWHS- Jan 10
- Armstrong- Jan 11
- Fales -Jan 17
- GMS -Jan 18
- Mill Pond- Jan 30
- Hastings- Jan 31



- **MTA Update-** Shanna has emailed treasurer about getting a membership list working on it; it would be nice if the building was on the seniority list; Bill will be looking into that after Gibbons meeting; discussed ideas how to “sell” the Union on members; list achievements, it may be a good idea to look over management notes etc./ MTA All Presidents meeting 1/20 at Westborough Hotel

4:25- Executive Session- confidential

Armstrong situation – para covers 1 class every day without a teacher should be paid extra if they substitute or assigned to a student without a teacher/ language is ambiguous; right now para is not being paid. Should para get extra money for taking students off property to supervise severe special needs kids?

New Business:

- Constitutional Committee-
- Building Census/Dues while on leave/Membership reconciliation
- Other



WESTBOROUGH EDUCATION ASSOCIATION

March 20, 2018

Attendance: Bill P., Eric P., Rob B., Kerry S., Lynn S., Donna A., Eileen H., Joe S., Shanna W. (MTA)

Member Business

Shanna (MTA) – regard to Union dues; there is a case at the Supreme Court level (Janus v. AFSCME) a social worker who doesn't want to pay any union dues or fees-See handout All in for your local Or massteacher.org/allin

Reports

- **Treasurer's Report- Minutes from Beginning balance dated 12/31/2017 & 1/31/2018** (Since meeting missed February due to inclement weather) **vote to accept**
- **Secretary's Minutes- Minutes from January 9th- Vote to accept**
- **Member Comments** – none
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

New Business:

- Executive Session: Grievance/Personnel matters
- Other
- New application for scholarships 2018 deadline April 24, 2018
Selection Meeting April 25 or 26, 3:15 at GMS

Motion made: Allow a transfer \$2,000 from money market to scholarship fund to cover this year's scholarship- unanimous vote to make the transfer

WESTBOROUGH EDUCATION ASSOCIATION

October 9, 2018

Attendance: Kerry, Eileen, Michele, Eric, Bill, Bonnie, Donna, Joe (at 3:45), Lynn (at 4:00)

Member Business

- Secretaries minutes 9/11/18
 - Vote to accept
- Treasurer's report:
 - Bill to be reimbursed for printing-gave receipt to Donna
 - Minutes approved unanimously

Reports:

Charlotte Spinney Vision Scholarship program-getting low on funds-reaching out to us to pledge money, do fundraiser, etc.

Discussion:

Keep good PR going by doing something for the program

Looking at treasurer's report to see what we can do

Do a fundraiser for them as well as us together-share amount earned-

50/50 raffle? Set up a committee to develop a fundraiser?

Prize for who sells the most tickets?

How do we help but also earn money for WEA?

Donna to do more research and gather details before we decide anything

Building Rep Training:

Good meeting

Setting up communication tree within each building

Election went extremely well as far as process-not as many people voted as in the past-low turn out

People so busy with other responsibilities?

Dec. elections for Neg. Comm. More communication to go out. Provide incentive for which building has the highest percentage of voters.

Motion to give \$100 to the building to buy coffee and snacks for staff.

Vote taken-unanimous to give money to building

Sue Conley stepped up at Armstrong-3rd rep

Mill Pond also has a 3rd possibility

Need a vote because Constitution says only 2, if more, we vote

Motion: to allow a 3rd building rep if someone comes forward to do so at any building

This was brought up last spring for Middle School but denied at that time.

Vote: all voted yes to allow

Vote taken-unanimously voted. Building reps to push people in their building to vote.

Retirement Insurance:

Michele attended meeting

Retirees have no change in health insurance charges

EXECUTIVE SESSION:

Not posted

WESTBOROUGH EDUCATION ASSOCIATION

November 13, 2018

Attendance: Bill, Bonnie, Eileen, Eric, Rob B., Joe, Kerry, Donna, Lynn, Michele (absent sick)

Member Business - Executive Session

Kerry Sledzik from MTA – spoke about asking Union to support Chapter 70 funding; asked Eboard to vote to accept the resolution presented- Vote unanimously to support
Vote to discuss at Labor Management on December 4- take to school committee

Reports:

- Treasurer's Report
 - No report given due to limited time
- Secretary's Minutes
 - October 9, 2018 - approved
- In an effort to save time, any Executive Committee Member who wishes to make a report can do so at this time, except for the Grievance Chairs, which will be held in executive session

Holiday Parties: Parties for individual schools was approved for \$5.00 per person

New Business:

- Executive Session: Grievance/Personnel matters
- Negotiations:
- Other

Next Meeting: December 11